

## LOIS MUTR

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## EDUCATION

Ph.D. in Psychology, 1982, State University of New York at Stony Brook  
Area: Experimental Psychology  
Dissertation Title: *Maternal Attachment: A Causal Modeling Approach*  
M.S. in Family and Child Development, 1978, Auburn University  
Minor: Clinical Psychology  
Thesis Title: *Relationship Between Sex Identity Conflict and Performance on a Sex-Related Task*  
B.A. in Psychology, 1974, University of Texas at Austin  
Minor: Computer Science

## PROFESSIONAL POSITIONS

The University of Montana Missoula, Montana	University Provost Provost and Vice President for Academic Affairs Professor of Psychology	2000-Present
Kent State University Kent, Ohio	Associate Provost Professor of Educational Psychology	1996-2000
Kennesaw State University Kennesaw, Georgia	Dean of Graduate Studies Dean of Arts, Humanities, and Social Sciences Professor of Psychology	1994-96
University of Wisconsin La Crosse, Wisconsin	Executive Assistant to the Chancellor	1993-94
University of Wisconsin La Crosse, Wisconsin	Professor of Psychology Associate Professor of Psychology Assistant Professor of Psychology	1979-94
University of South Dakota Vermillion, South Dakota	American Council on Education Fellow/ Assistant to the President	1992-93
Rutgers, The State University New Brunswick, New Jersey	Visiting Associate Professor of Psychology	Spring 1988
Indiana University ITM/MUCIA Program	Shah Alam, Malaysia Asso. Professor of Psychology	1986-88

## ADMINISTRATIVE EXPERIENCE

### THE UNIVERSITY OF MONTANA, 2000-Present

#### **University Provost for The University of Montana**

#### **Provost and Vice President for Academic Affairs, UM-Missoula**

##### *Responsibilities:*

- Chief Academic Officer for the Missoula campus, a Carnegie Doctoral-Intensive University with a student enrollment of over 13,000, managing an operating budget of \$55 million.
- University Provost for the four-campus University of Montana, with an enrollment of approximately 17,000, coordinating academic programs across all campuses.
- University Dean of Graduate Studies, coordinating graduate education across all campuses.
- Responsible for the following academic units: College of Arts and Sciences; College of Technology; College of Forestry and Conservation, Schools of Business Administration, Education, Fine Arts, Graduate School, Journalism, Law, Pharmacy and Allied Health Sciences; Davidson Honors College; Continuing Education; and the Maureen and Mike Mansfield Library.
- Responsible for selected student services: Registrar, University College and TRIO Programs.

##### *Accomplishments:*

- Created new fiscal policies designed to promote entrepreneurship and responsibility.
- Revitalized student enrollment in the academic year, summer session and winter intersession.
- Initiated an academic planning process with an evolving Academic Plan.
- Developed a budget prioritization process within Academic Affairs to increase funding to units.
- Developed a four-campus plan for the delivery of asynchronous programming.
- Created reward structure for the development of asynchronous distance learning courses, retention efforts, outcomes assessment, and student engagement.
- Established and co-chaired the Enrollment Management Council to guide recruitment and retention initiatives.
- Developed a new admissions policy to strengthen academic quality.
- Instituted Provost's Distinguished Faculty Series to recognize outstanding faculty talent.
- Developed programs to enhance internal communication--Department Chair Workshop Series, New Faculty Workshop Series, Provost's Seminar Series and the Academic Bulletin.
- Expanded number of tenure track faculty and raised compensation levels.
- Established an Office of Civic Engagement and initiated an American Humanics program.
- Raised the academic reputation of university.
- Increased number of doctoral programs and graduate student support.
- Strengthened focus on educational quality for first and second year students.
- Created a university-wide Writing Center

### KENT STATE UNIVERSITY, 1996-2000

#### **Associate Provost**

##### *Responsibilities:*

- Served as second Academic Officer at an eight-campus, Carnegie Doctoral-Extensive University with a student enrollment of approximately 30,000.
- Broad responsibility for academic curriculum, resources, and planning.
- Oversaw distributed learning curriculum and international education.
- Responsible for curricular approval process and accreditation processes.
- Managed a \$108 million budget.
- Represented the Provost within the university and externally.
- Oversaw annual planning, budgeting process, and implementation of strategic plan.

*Accomplishments:*

- Negotiated collaborative degree program between Kent State University and Stark State College of Technology with Ohio Board of Regents.
- Chaired statewide committee of Provosts, 1998-99 (IUC Provosts).
- Initiated processes to strengthen fiscal accountability.
- Revised university curricular review guidelines and implemented an on-line submission process.
- Developed a focused annual planning format.
- Developed an implementation plan for a university-wide data warehouse.
- Managed updating of university curricular backlog.
- Initiated an on-line catalog and managed revision of university undergraduate catalog.
- Initiated the development of web-based courses.
- Developed a blueprint for program priorities in distributed learning.
- Assumed executive responsibility for a task force on partnerships and collaborations as part of a major capital campaign.
- Worked with all university divisions to promote cooperative working relationships.

**KENNESAW STATE UNIVERSITY, 1994-96****Dean of Graduate Studies***Responsibilities:*

- Ensure quality of graduate programs at a metropolitan university with 12,000 students.
- Represented the college on a system-wide Committee on Graduate Work.
- Oversaw functioning of Institutional Review Board.

*Accomplishments:*

- Reviewed faculty graduate status process to raise standards.
- Guided the conversion of graduate curriculum to a semester system.
- Developed a state-wide leadership institute for women's economic development.
- Devised a functional model to guide the future of graduate studies at the college.

**Dean of Arts, Humanities and Social Sciences***Responsibilities:*

- Assumed responsibility for largest academic school in the college with nine academic departments, the Burruss Institute of Public Service, and the Office of International Programs.
- Managed more than 250 faculty and staff.
- Oversaw an annual budget in excess of \$9.5 million.
- Oversaw research institute in college with ongoing projects in excess of \$1 million of external funding.

*Accomplishments:*

- Established the North Georgia Institute for Education in the Arts.
- Instituted program review procedures for academic programs in the school.
- Established faculty development grants for collaborative and applied research.
- Implemented a major educational technology initiative for equipment and faculty development.
- Obtained authorization of a new graduate program—Master of Arts in Professional Writing.
- Developed a systematic approach to personnel and resource usage in the school.
- Developed a school-wide planning process.
- Managed a significant budgetary cutback.

**UNIVERSITY OF WISCONSIN-LA CROSSE, 1993-94****Executive Assistant to the Chancellor***Responsibilities and Accomplishments:*

- Developed and implemented the university's Faculty Mentoring Program.
- Developed and oversaw an implementation scheme for the Strategic Plan.
- Prepared a university response for the UW System Accountability Report.
- Organized faculty development programs into a coherent model.

**Academic Consultant, Cheyenne River Community College (subcontracted at 25% FTE)***Responsibilities:*

- Guided the process for initial accreditation and wrote institutional self-study.
- Developed academic and administrative structures to support the college's educational and cultural mission.
- Advised the Board of Directors, President, and Tribal Council Education Committee on collegiate priorities, resource allocation and long-range planning.

**Assistant Vice Chancellor for Academic Affairs, University of Wisconsin-Superior, Fall 1993 (on loan)***Responsibilities:*

- Advised the Vice Chancellor in various areas of academic administration, including resource allocation, long-range projections of budgetary needs, and personnel issues.
- Responded to University of Wisconsin System proposals with review, analysis, and development of institutional responses.

**UNIVERSITY OF SOUTH DAKOTA, 1992-93****American Council on Education Fellow/Assistant to the President***Responsibilities and Accomplishments:*

- Chaired the university-wide committee on computing and information technology that made recommendations to improve quality of services, coordinate information technology systems, and plan for the future.
- Developed a university model for defining and measuring faculty workload.
- Worked with Health Sciences Division chairs to develop a strategic plan for the division.
- Developed a model of faculty mentoring for development of a university program.
- Worked across university levels-Board of Regents, South Dakota system office, Executive Council, Dean's Council, Graduate Council, Finance and Administration, and External Relations.
- Developed college and institutional projects with college deans in Law, Medicine, Education, Fine Arts, Business, and Arts and Sciences.

**UNIVERSITY OF WISCONSIN-LA CROSSE, 1984-91****Chair, University Budget Committee, 1990-91***Responsibilities and Accomplishments:*

- Reviewed different methods for a decentralized system of budgeting and developed policy recommendations for a shift to decentralized budgeting.
- Developed policy for distribution of overhead monies providing incentives to faculty and units.
- Recommended increased funding for faculty professional travel and research.
- Recommended implementation of university priorities for dealing with budget shortfall.
- Reviewed budget and actual expenditures to determine actual priorities for spending.
- Recommended policy for distribution of salary savings.

**Personnel Chair, Women's Studies Department, 1989-90***Responsibilities and Accomplishments:*

- Administered personnel decisions and recommendations in a multi-discipline department.
- Developed search and screening procedures for academic hiring.
- Chaired the search and screening committee for new department hires.
- Negotiated the hiring of a new department chair, an African-American woman.
- Secured a new faculty position and equipment for department.

**Curriculum Chair, Psychology Department, 1989-90***Responsibilities and Accomplishments:*

- Scheduled courses in a fifteen-person department, coordinating faculty expertise with student needs and available resources.
- Reviewed and recommended new courses and program offerings.
- Evaluated courses for equivalence from vocational-technical colleges and two-year UW System Center schools.
- Conducted ongoing review of department major curriculum.

**Chair, University Faculty Development Committee, 1984-85***Responsibilities and Accomplishments:*

- Revised guidelines for faculty development and sabbatical proposals.
- Conducted seminars on faculty development opportunities on campus and within the University of Wisconsin System.
- Reviewed faculty proposals for sabbatical leaves, faculty development leaves, teaching improvement grants, and visiting scholar funds and determined funding.

**RIVERFRONT, INC, 1983-86****Vice President, Personnel and Finance Chair, Board of Directors***Responsibilities and Accomplishments:*

- Chaired and administered search for Executive Director of the corporation.
- Negotiated terms, salary, and benefits in hiring an Executive Director.
- Reviewed and approved yearly corporate budgets.
- Negotiated yearly merit and cost-of-living increases.
- Approved investment decisions for corporation.

**DEVELOPMENT ACTIVITY**

- Chair, Campus Development Council, The University of Montana.
- Class Fundraising Chair, Council of Fellows, ACE, 1999-2001.
- Vice Chair of Administration, Great Trails Council, Boy Scouts of America (oversees fundraising).
- Past member, Development Committee, Ohio Ballet Board of Trustees.
- Past member, Centennial Commission, Kent State University (capital campaign vehicle).
- Administrative fund-raiser for capital campaign, University of South Dakota.

## TEACHING, RESEARCH AND SERVICE EXPERIENCE

Professor, Department of Psychology, The University of Montana, 2000-Present

Professor, Department of Educational Foundations, Kent State University, 1996-2000

Professor, Department of Psychology, Kennesaw State University, 1994-96

Professor, Department of Psychology, University of Wisconsin-La Crosse, 1991-96

- Directed the department Honor's Program and supervised student research projects.
- Coordinated and led a comprehensive review of the major.
- Coordinated a graduate core comprehensive exam in Developmental Psychology.
- Developed the developmental core course in School Psychology graduate program.
- Developed a model for an institutional program to support women and minorities in the sciences.
- Secured funding for the Psychology Department's Developmental Psychology Research Laboratory.
- Developed and taught an advanced developmental course at off-campus sites within the UW System for teachers with continuing graduate education needs.
- Developed new research opportunities for undergraduates within the psychology curriculum with a research apprenticeship.
- Provided extensive student advising for curricular decisions, career paths, and future graduate plans.
- Prepared a final report on university-wide gender equity survey.

Professor, Department of Women's Studies, University of Wisconsin-La Crosse, 1988-93

- Provided senior faculty leadership in curricular, personnel, and budgetary decisions of department.
- Developed bylaws for personnel decisions in departmental organization.
- Co-chaired the search and screening committee for a joint appointment in Women's Studies and Minority Studies.

Associate Professor, Department of Psychology, University of Wisconsin-La Crosse, 1987-91

- Administered a wide-range of duties in an eighteen-person department and chaired all standing and numerous ad hoc committees; with duties including curriculum planning, new course development, class scheduling, budget preparation and administration, and faculty development programming.
- Supervised students in research and fieldwork.
- Conducted research on mother-infant social relationships.
- Developed curricular offerings for a new general education program for the Department of Psychology.
- Developed an interdisciplinary course, "Women: Biology and Behavior," with the Department of Biology.
- Revised department personnel procedures for promotion and tenure.
- Engaged in departmental governance as member of the Executive Committee and chair of the Curriculum Committee.
- Developed a graduate extension course offering.

Visiting Associate Professor, Rutgers University, Spring 1988

- While on sabbatical leave, pursued research work in maternal attachment.
- Interviewed and videotaped senior women in higher education in the development of role models to personalize theory and data in the psychology of women.

Associate Professor, Indiana University–ITM/MUCIA Cooperative Program in Malaysia, 1986-88

- Gained international experience through working with peoples from diverse cultures in the Midwest University Consortium for International Activities program in Malaysia.
- Taught psychology to Malay students and prepared them for transfer to U.S. universities.
- Surveyed Malaysian maternity wards and practices that affect maternal-infant bonding.
- Conducted library review of cross-cultural data on attachment in New Zealand, Australia, and Malaysia.

Assistant Professor, University of Wisconsin–La Crosse, 1979-87

- Developed new undergraduate and graduate curricular offerings.
- Organized a large, longitudinal research project in coordination with La Crosse hospitals.
- Served on the ROTC Scholarship Selection Board.
- Provided research experience to students in collaborative projects.
- Directed two regional conferences.
- Provided corporate leadership in community service to developmentally disabled.
- Led faculty development programs in university governance.

## **SPECIALTY AREA**

Developmental Psychology–parent-infant relationships and the psychology of women.

## **CURRENT RESEARCH**

Longitudinal study of variables that influence a mother's relationship to her child--This study began in the third trimester of pregnancy with follow-up studies at six weeks, one year, two years, and nine years.

## **AWARDS AND HONORS**

Providence Award "for creating a better world for Indian People", American Indian Business Leaders, presented 2002.

Phi Kappa Phi Honor Society, inducted 2002.

Golden Key International Honour Society, inducted 2002.

Phi Beta Delta Honor Society of International Scholars, Beta Zeta Chapter, inducted 1999.

American Council on Education Fellow, 1992-93, grant supported by Andrew W. Mellon Foundation.

Outstanding Teacher Award, University of Wisconsin–La Crosse, 1991-92.

Last Lecture Series, University of Wisconsin–La Crosse, Elected Faculty Speaker, "Toward a More Caring World," Spring 1986.

Preparation of a Theoretical Model of Parental Attachment, Development of Curricular Offerings on Divorce Effects on Children and Families, and Compilation of Profiles of Successful Women in Developmental Psychology, Sabbatical Competitively Awarded, 1986.

Mother's Attachment to Infant as a Function of Feeding Preference, Grant-in-Aid research funded by Sigma Xi, the Scientific Research Society, 1979.

## GRANTS

- Science-into-Policy SENCER Team (2002), funded by FIPSE, \$3,500 (with G. Smith).
- Opening the doors of science to women (1990), funded by the Women's Studies Consortium and UW Extension, \$2,500 (with S. O'Neale).
- Transcription of mother's interviews (1990), Dean's Research Award, \$500.
- The development of mothers (1988), funded by University of Wisconsin—La Crosse, \$4,139.
- Nine-year follow-up of longitudinal project (1987), Dean's Research Award, \$500.
- Patterns of mother-infant and father-infant interactions as determined by physiological and behavioral measurements (1983), funded by University of Wisconsin—La Crosse, \$7,533 (with R. Fletcher, Professor of Biology).
- The relationship between infant temperamental styles, social relationships, and problem solving (1982), funded by University of Wisconsin—La Crosse, \$3,812.
- Improvement of instruction for developmental psychology: A model using videotapes for classroom demonstration and fieldwork training (1981), funded by University of Wisconsin System (with W. Cerbin and H. Gardiner).
- A model for prediction of infant attachment (1981), funded by University of Wisconsin—La Crosse, \$4,144.
- A professional development program for psychology: A visiting scholar (1980), funded by the Murphy Foundation (with R. Jackson).

## PUBLICATIONS

- Kamman, T., Muir, L., Koester, L., & Dimitrov, D. (2005). Linking Maternal Perceptions to Behavior: Nurturing attitudes and facial expressions of affect. *Parenting: Science and Practice*, In Press.
- Muir, L., Dimitrov, D., & Kamman, T. (2005). "Perinatal Influences on Maternal Perceptions: Changes from pregnancy through the second year," In Review.
- Muir, L.E. (1994). Reflections on trust. *ACE Council of Fellows Newsletter*, Spring, 10-12.
- Muir, L.E. (1992). Maternal sensitivity: Behavior and cognition. *Infant Behavior and Development*, 15 (Special ICIS Issue), 598.
- Fletcher, R. and Muir, L.E. (1992). Heart rate during mother- and father-infant interaction and temperament. *Infant Behavior and Development*, 15 (Special ICIS Issue), 419.
- Muir, L.E. (1990). Nausea in early pregnancy and later maternal attitudes and behavior. *Infant Behavior and Development*, 13 (Special ICIS Issue), 536.
- Muir, L.E. (1988). Effects of obstetric medication on maternal-infant interaction. *Infant Behavior and Development*, 11 (Special ICIS Issue), 230.
- Muir, L. and Jackson, R. (Eds.). (1986). *Proceedings of a Child's World: Research and Experience*. La Crosse, Wisconsin: University of Wisconsin—La Crosse.
- Muir, L. (1985). Careers and conflict. *Catalyst*. La Crosse, Wisconsin: University of Wisconsin—La Crosse.
- Muir, L. and Jackson, R. (Eds.). (1984). *Proceedings of Women and Men: Research and Experience*. La Crosse, Wisconsin: University of Wisconsin—La Crosse.
- Muir, L. (1984). Sex role identity. *Catalyst*. La Crosse, Wisconsin: University of Wisconsin—La Crosse.
- Muir Byrd, L. and Touliatos, J.T. (1982). An experimental manipulation of the "Motive to Avoid Success." *Perceptual and Motor Skills*, 55, 1327-31.
- Gander, M.J., Gardiner, H.W., Everson, K., Byrd, J.I., and Byrd, L. Muir. (1981). *Study Guide to Accompany Child and Adolescent Development*. Boston, MA: Little, Brown and Company.



## REFEREED PAPERS

- Muir, L. and Dimitrov, D., "Changes in Maternal Attitudes from Pregnancy Through the Second Year," paper presented at the Annual Meeting of the American Educational Research Association, Montreal, Canada, April 1999.
- Muir, L., "Building a Community of Women," paper presented at the Annual Meeting of the American Association of University Women, Minneapolis, MN, 1993.
- Muir, L. E., "Feeding Choice and Transition to Motherhood," paper presented at the Society for Research in Child Development, New Orleans, LA, March 1993.
- Muir, L. E., "Maternal Personality, Infant Characteristics, and Early Experience," paper presented at the International Society for the Study of Behavioural Development meetings, Minneapolis, MN, July 1991.
- Muir, L. E. and Fletcher, R. A., "Patterns of Mother-Infant and Father-Infant Interaction: Heart Rate and Behavioral Measurement," paper presented at the International Society for the Study of Behavioural Development meetings, Jyväskylä, Finland, July 1989.
- Muir-Byrd, L., "Maternal Attachment: Causation and Measurement," paper presented at the Midwestern Psychological Association meeting, Minneapolis, MN, May 1982.
- Byrd, J. I., Styczynski, L. E., and Muir-Byrd, L., "The Effects of Labor Length on Mothers' and Fathers' Attachment Behavior," paper presented at the Midwestern Psychological Association meeting, Minneapolis, MN, May 1982.
- Muir-Byrd, L., "Methodological Issues in Maternal Attachment," paper presented at the International Conference in Infant Studies, Austin, TX, March 1982.
- Muir-Byrd, L., Byrd, J. I., and Styczynski, L. E., "Parenting Attitudes as a Function of Feeding Preference in Expectant Mothers," paper presented at the Eastern Psychological Association meeting, Philadelphia, PA, April 1979.
- Muir-Byrd, L., "The relationship Between Sex Identity Conflict and Performance on a Sex-Related Task in Males and Females," paper presented at the Eastern Psychological Association meeting, Washington, DC, March 1978.
- Muir-Byrd, L. and Byrd, J. I., "The Effect of Sex Identity Feedback on Performance," paper presented at the annual meeting of the Alabama Council on Family Relations, 1977.

## INVITED PRESENTATIONS

- Muir, L., "U.S. Higher Education: The Changes and Their Implications," Conference on Georgia-U.S.A. Relations: A Dialogue Between Georgian and American Scholars, Tbilisi Institute of Asia and Africa, Tbilisi, Georgia, June 2004.
- Muir, L., "Academic Planning at The University of Montana," Panel on Integrating Strategic Planning throughout the Institution to Foster Change, Northwest Academic Forum Annual Meeting, Reno, Nevada, April 2004.
- Muir, L., "Women and Leadership in Higher Education," University of Haifa (Israel), June 1998.
- Muir, L., "Five Ideas for Life Challenges," Commencement Address, Kent State University, East Liverpool, May 1998.
- Muir, L., "Meaning and Balance in Life," Recognition Ceremony, Kent State University, March 1998.
- Muir, L., "The Future is Here: University Leaders Take on its Challenges," American Council on Education Mexico Regional, February, 1998.
- Muir, L., "Women's Leadership Styles," School of Family and Consumer Studies Annual Alumni Meeting, Kent State University, April 1997.

- Muir, L., "Leadership Opportunities in Rapidly Changing Times," University of West Florida, September 1996.
- Muir, L., "Organizational Culture and New Leadership," American Council on Education Annual Seminar, October 1996.
- Muir, L., "Career Choices," Annual Meeting of the American Council on Education, San Diego, CA, February 1996.
- Muir, L., "Affirmative Action in the University: Less Common Aspects," Annual Meeting of the Council of Colleges of Arts and Sciences, Albuquerque, NM, November 1995.
- Muir, L., "The Dean's Role in Mentoring," Seventh Annual Teaching of Psychology Conference, Kennesaw State University, February 1995.
- Muir, L., "The Workforce in the 21st Century: New People, Old Values," 26th Annual Dedication and Awards Ceremony, University of South Dakota, April 18, 1993.
- Muir, L. and Sullivan, S., "Working to be Me—A Workshop," Sixth Annual Women's Health Conference, La Crosse, WI, April 1989.
- Muir, L., "Cross-Cultural and Interracial Communication," ITM/MUCIA, Shah Alam, Malaysia, June 1987.
- Muir, L., "Women Working with Women," Institute for Women in Educational Administration, UW–Stout, June 1986.
- Muir, L., "Maternal Attachment," Ripon College, Spring 1984.

## UNIVERSITY GOVERNANCE

### *University Level:*

- Chair, Provost's Writing Committee, The University of Montana, 2000-Present
- Chair, Campus Development Committee, The University of Montana, 2000-Present
- Chair, Academic Planning Council, The University of Montana, 2000-Present
- Co-Chair, Enrollment Management Council, The University of Montana, 2000-Present
- Chair, Academic Officers, The University of Montana, 2000-Present
- Member, Strategic Budget and Planning Committee, The University of Montana, 2000-Present
- Ex-officio member, Faculty Senate, The University of Montana, 2000-Present
- Co-Chair, University Space Planning Committee, Kent State University, 1998-2000
- Member, Academic Administrative Council, Kent State University, 1996-2000
- Member, University Planning and Budget Advisory Committee, Kent State University, 1996-2000
- Member (ex officio), Educational Policies Council, Kent State University, 1996-2000
- Member, EPC Library Subcommittee, Kent State University, 1996-2000
- Member, University Marketing Council, Kent State University, 1997-98
- Member, Institutional Review Board, Kennesaw State University, 1995-96
- Member, Graduate Policies and Curriculum Committee, Kennesaw State University, 1995-96
- Ex-officio Member, College Senate, Kennesaw State University, 1994-96.
- Member, Undergraduate Policies and Curriculum Committee, Kennesaw State University, 1994-95.
- Member, Ad hoc Statutes Committee, College Senate, Kennesaw State University, 1994-95.
- Member, Chancellor's Council of Women's Issues, 1992
- President, Organization for Campus Women, UW–La Crosse, 1991-92
- Faculty Representative, 1989-91
- Member 1980-94
- Member, Long Range Planning Committee, UW--La Crosse, 1990-91
- Faculty Workload Subcommittee
- Chair, University Budget Committee, UW–La Crosse, 1989-91
- Faculty Senator, UW–La Crosse, 1984-86

Chair, Elections Committee, 1984-85

Member, Committee on Committees, 1985-86

Chair, Faculty Development Committee, UW-La Crosse, 1983-85

Faculty Adviser, Child Care Committee, UW-La Crosse, 1982-83

Member, Research Committee, UW-La Crosse, 1981-82

Member, Task Force on the Status of Women, Research and Curriculum Subcommittees, UW-La Crosse, 1979-80

***College and Department Level:***

Member, Core Review Committee for Arts, Letters and Sciences, UW-La Crosse, 1988-91

Chair of numerous personnel, curriculum and faculty development committees, Department of Psychology, UW-La Crosse, 1979-94

Chair, Personnel Committee, Department of Women's Studies, UW-La Crosse, 1989-90

Member, Bylaw Committee, Department of Women's Studies, UW-La Crosse, 1990-91

## **CONFERENCE DEVELOPMENT**

Program Chair, NASULGC Council on Academic Affairs Summer Meeting, Grouse Mountain, MT, July 2003.

Organizer, "International and Domestic Diversity: A Trade-Off on Campus?" Annual Meeting of the American Council on Education, San Francisco, CA, February 1998.

Organizer, Professional Development Workshops, Annual Meeting of the American Council on Education, Washington, D.C., February 1997, and San Diego, CA, February 1996.

Organizer and Moderator, Opening Plenary Session, "Restructuring Higher Education in Georgia," Annual Meeting of the American Association of University Administrators, Atlanta, GA, June 1995.

Conference Co-director, "Opening the Doors of Science to Women," University of Wisconsin-La Crosse, WI, Spring 1991.

Conference Co-director, "The Young Child: Research and Experience," Interdisciplinary Conference of the Upper Midwest, January 1986.

Conference Co-director, "Women and Men: Research and Experience," Interdisciplinary Conference of the Upper Midwest, October 1984.

## **PROFESSIONAL SERVICE**

Consultant-Evaluator, Northwest Commission on Colleges and Universities, 2000-Present

Member, International Women's Forum, 2001-Present.

Member, Executive Committee, Council on Academic Affairs, National Association of State Universities and Land Grant Colleges, 2000-2003.

Member, Annual Fund Committee, Council of Fellows, ACE, 1999-2001.

Member, Policy and Priorities Committee, Council of Fellows, American Council on Education, 1997-2000.

Member, Commission on the Urban Agenda, National Association of State Universities and Land Grant Colleges, 1996-2000.

Member, Review Panel, Efficiency Challenge Grant Program, Ohio Board of Regents, 1999.

Member, Professional Development Committee, Council of Fellows, American Council on Education, 1994-97.

Member, Board of Directors, American Association of University Administrators, 1994-97.

Member, Program Committee, Council of Colleges of Arts and Sciences Annual Meeting, 1995.

Consultant-Evaluator, North Central Association of Colleges and Schools, Commission on Institutions of Higher Education, 1996-2001.

Reviewer, American Psychological Association Annual Conference, Division 35, 1990-95.

Participant, "Women of Color--Transforming the Curriculum" grant funded by the Ford Foundation, UW System, 1989-90.

## COMMUNITY SERVICE

Member, Rotary International, Missoula Downtown Chapter, 2001-Present.

District Vice Chairman, Great Trails Council, Boy Scouts of America, 1999-2000.

Member, Board of Trustees, Ohio Ballet, 1997-2000.

Member, Rotary International, Kent Chapter, 1997-2000.

Member, Board of Directors, Georgia Women's Business Initiative, 1996.

Member, Cobb Executive Women, 1996.

Member, Board of Directors Network, Atlanta, Georgia, 1995-96.

Member, Cobb County Chamber of Commerce, 1994-96.

Mistress of Ceremonies, YWCA Tribute to Outstanding Women, UW-La Crosse, Fall 1991.

Member, Board of Directors, Riverfront, Inc. (corporation serving developmentally disabled adults), 1983-86

Chair, Personnel and Finance Committee

Vice President, Board of Directors

Member, Gateway Area Council, Pack Eight Committee, Boy Scouts of America, 1982-84.

Workshop presentations on sex differences and math anxiety in women:

YWCA seminar series, November 1981

La Crosse School District, January-February 1981.

## PERSONAL

Family: Husband--Richard Fletcher, Ph.D.

Sons--John, Douglas, Adam

Grandsons--Bernard, Samuel

Hobbies: Sewing, quilting, golfing, camping